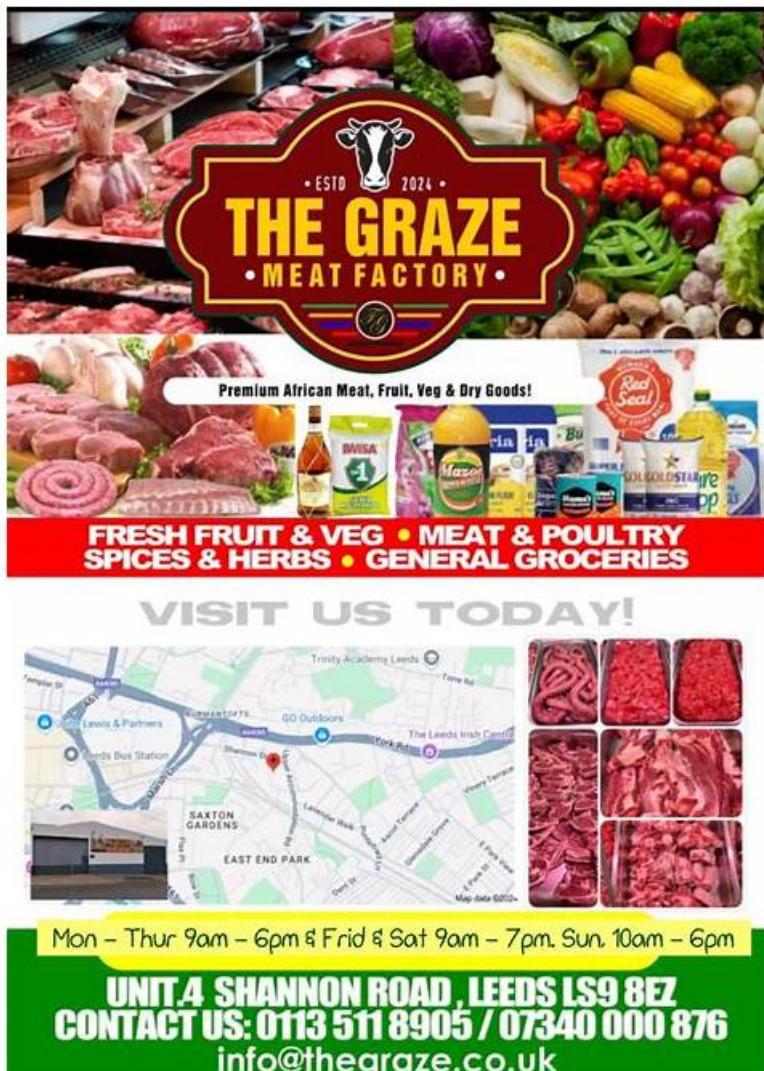


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In this cut-throat competitive world of HRCI, the HRCI GPHR certification is the most desired one. But what creates an obstacle in the way of the aspirants of the Global Professional in Human Resource (GPHR) certificate is their failure to find up-to-date, unique, and reliable Global Professional in Human Resource (GPHR) practice material to succeed in passing the HRCI GPHR certification exam.

HRCI Global Professional in Human Resource Sample Questions (Q128-Q133):

NEW QUESTION # 128

Which of the following is NOT an action performed during the needs analysis analysis stage of the change management process ?

- A. Environmental scanning
- B. Assessing the organization and its history
- **C. Discussing alternative plans and gauging reactions**
- D. Specifying the objective to be achieved

Answer: C

NEW QUESTION # 129

Which of the following is NOT a reason why individuals refuse international assignments?

- A. Company's poor record of successful expatriations programs
- **B. No clear, identified path for career development guaranteed after the assignment**
- C. Personal familial issues, like spouse is reluctant to change careers or children are already in high school
- D. Financial incentives are inadequate

Answer: B

NEW QUESTION # 130

In a global consulting business where intellectual talent is vital to business results, HR adds the most value by focusing its efforts on which of the following?

- **A. Retention, performance, engagement**

- B. Customer, product, market
- C. Labor cost, service, innovation
- D. Hiring, training, assessing

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

In knowledge-based industries like consulting, human capital is the primary asset. Thus, HR must focus on:

* Retention: to reduce turnover among skilled consultants

* Performance: to maximize client value and utilization

* Engagement: to increase motivation, innovation, and productivity

These directly impact revenue and customer satisfaction, making HR a critical strategic partner.

GPHR Study Guide Extract - Talent and Organizational Development / HR in Knowledge-Based Organizations:

"Organizations that rely on intellectual capital must prioritize employee engagement, retention, and continuous performance development. These areas are directly tied to client satisfaction, revenue generation, and competitive positioning." Hiring and training are foundational, but without long-term performance and engagement strategies, talent investments won't yield optimal results.

NEW QUESTION # 131

When communicating cross-culturally, which of the following filters is the LEAST likely to impact and distort the message sent?

- A. Culture
- B. Experiences
- C. Language
- D. Non-verbal cues

Answer: B

NEW QUESTION # 132

Which of the following is NOT a variable that differs between replacement planning and succession planning?

- A. Identified skill requirements
- B. Tools utilized
- C. Outlook into future (in terms of time)
- D. Information flow

Answer: B

NEW QUESTION # 133

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The software version of the GPHR study materials is very practical. This version has helped a lot of customers pass their exam successfully in a short time. The most important function of the software version is to help all customers simulate the real examination environment. If you choose the software version of the GPHR Study Materials from our company as your study tool, you can have the right to feel the real examination environment. In addition, the software version is not limited to the number of the computer.

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